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1993  
**INDUSTRIAL DISPUTES  
AUSTRALIA**



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**INDUSTRIAL DISPUTES  
AUSTRALIA  
1993**

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#### INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics, contact Arvie Dobson on Melbourne (03) 615 7492 or any ABS State office.
- for information about other ABS statistics and services please refer to the back page of this publication.

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## SUMMARY OF FINDINGS

### Disputes which occurred during 1993

There were 610 disputes reported in 1993, down from 728 in 1992 and 1,036 in 1991. This continued the trend of annual decreases in the number of disputes since 1984 and is the lowest number of disputes recorded for a calendar year since 1942 (602). Diagram 2 shows the change in the number of disputes over the last 21 years, and the fall from a peak of 2,915 disputes in 1981 to 610 in 1993.

Most States and Territories reported a decrease in the number of disputes compared to 1992 (refer Table 4). New South Wales recorded the largest (absolute) decrease from 279 in 1992 to 241 in 1993, the lowest calendar year figure for this State since 1936 (188). New South Wales, however, still accounted for the most disputes in Australia during 1993 (40%). Tasmania and the Northern Territory (19 and 11 disputes respectively) reported their lowest number of disputes for a calendar year since 1966 (14 and 4 respectively).

The number of employees involved in industrial disputes (directly and indirectly) decreased by 44 per cent, from 871,500 in 1992 to 489,600 in 1993. A significant decrease in Victoria in the number of employees involved in disputes, from 598,800 in 1992 to 200,900 in 1993, was the main contributor to this sharp decline. Victoria, however, still accounted for 41 per cent of all employees involved, the highest of all States and Territories.

Two widespread disputes over industrial relations legislation, involving approximately 78,000 employees, were the main contributors to the Victorian total in 1993. Industrial stoppages in the Metal products, machinery and equipment manufacturing industry involved 149,300 employees at the Australian level.

### Working days lost (Refer tables 6 and 7)

The number of working days lost fell by 32 per cent, from 941,200 in 1992 to 635,800 in 1993. This is the lowest figure, for a calendar year, since 1963 (581,600).

Victoria reported a significant fall in working days lost, from 586,400 in 1992 to 257,200 in 1993, but still accounted for 40 per cent of time lost in Australia during 1993. Western Australia reported 29,500 working days lost, the lowest calendar year total for this State since 1968 (21,800). Tasmania and the Northern Territory also reported a decrease in working days lost compared to 1992.

In Queensland there was a 94 per cent increase in working days lost, from 66,300 in 1992 to 128,400 in 1993. The Australian Capital Territory (10,300) reported the highest number of working days lost, for a calendar year, since 1988 (14,100). The main contributor to this increase was the Public Administration and Defence industry group which reported a loss of 6,200 working days.

**DIAGRAM 1. WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED  
(DIRECTLY AND INDIRECTLY), DISPUTES WHICH OCCURRED  
DURING THE YEAR, AUSTRALIA**

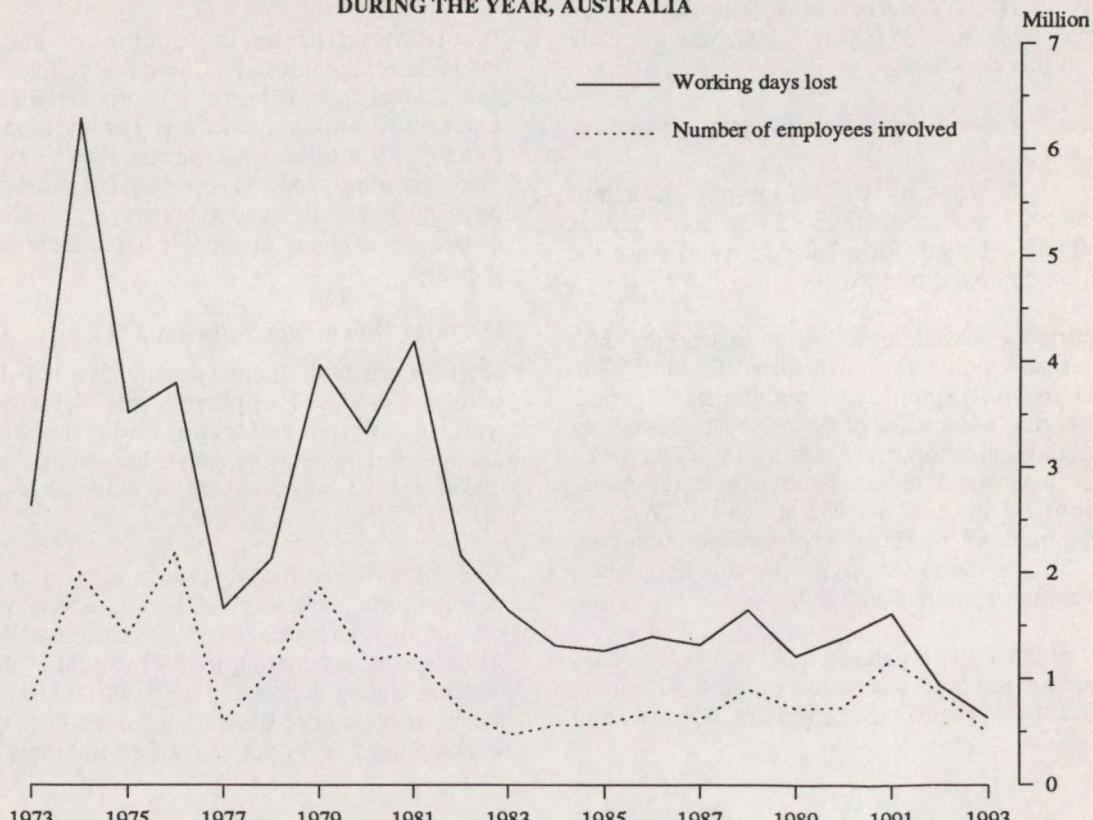
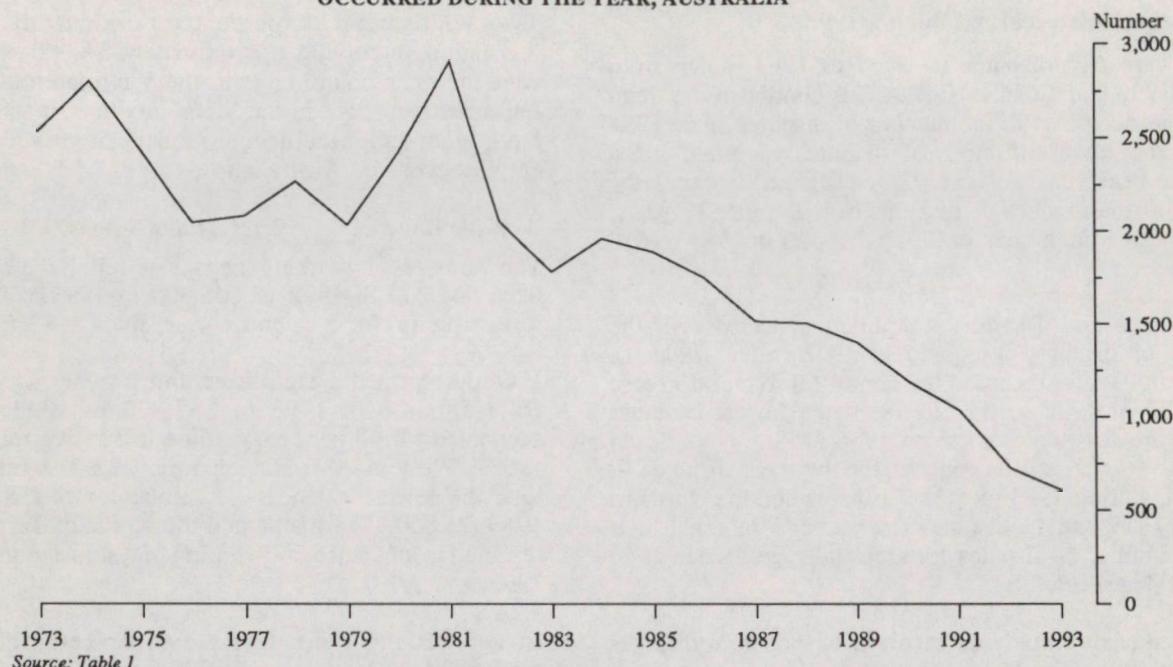


DIAGRAM 2. TOTAL NUMBER OF INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE YEAR, AUSTRALIA



Source: Table 1

The Manufacturing industry reported 238,100 working days lost, accounting for 37 per cent of total working days lost during 1993. Of these, Manufacturing industry in Victoria lost 90,800 working days.

The Community Services industry reported 147,500 working days lost during 1993, a decrease of 38 per cent compared to 1992 (238,900). Over the same period, the Mining industry reported 92,900 working days lost, down from 127,600 in 1992. A decline in working days lost in Ferrous metal ores, from 35,600 to 3,600, was the main contributor to this decrease.

#### *Working days lost per thousand employees (Refer tables 2, 3 and 5)*

There were 108 working days lost per thousand employees in 1993, a decrease from 158 in 1992. This is the lowest figure reported, for a calendar year, since the series was first compiled in 1967.

Victoria reported a substantial reduction in working days lost per thousand employees, down from 369 in 1992 to 170 in 1993 (refer Diagram 3). Over the same period, Tasmania reported a decrease of 90 per cent in working days lost per thousand employees, falling from 285 to 29. In contrast, Queensland reported the largest (absolute) increase, from 69 in 1992 to 132 in 1993. Western Australia reported 51 working days lost per thousand employees. This is the lowest figure for this State since the series was first compiled in 1967.

At the industry level, the highest number of working days lost per thousand employees occurred in the Coal mining industry (3,288). Within this industry, Queensland

reported 3,744 working days lost per thousand employees and New South Wales reported 3,540.

The Mining (other than coal) industry (322), Other manufacturing group (141), Construction industry (51), and Transport and Storage; Communication industry (42), all reported the lowest number of working days lost per thousand employees, for a calendar year, since the series was first compiled in 1972.

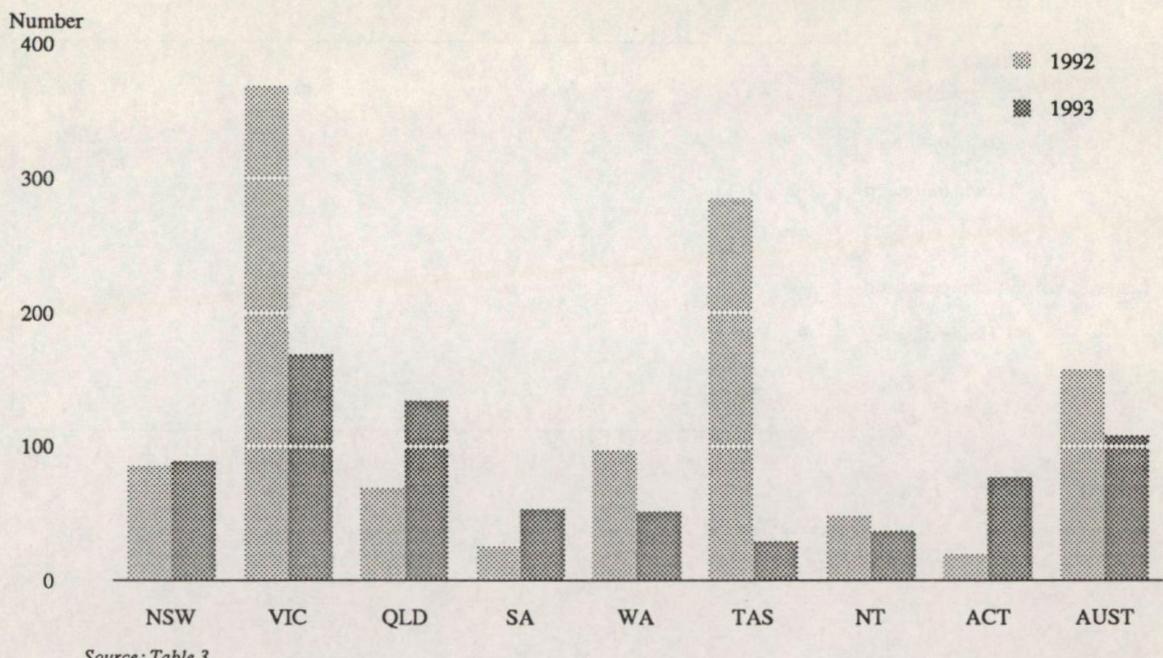
In the Metal products, machinery and equipment manufacturing industry, Community Services industry, and Construction industry, Victoria reported the highest number of working days lost per thousand employees (765, 289 and 95 respectively). In the Other manufacturing group Queensland reported 590 working days lost per thousand employees, which was mainly caused by disputes in the Meat products manufacturing industry.

#### **Disputes which ended during 1993**

There were 604 disputes which ended during 1993, involving 465,800 employees and the loss of 587,300 working days (refer tables 8 and 9). This is a decrease of 38 per cent in working days lost from disputes which ended in 1992, when 943,000 working days were reported lost.

The Metal products, machinery and equipment manufacturing industry (159,800) accounted for 27 per cent of all working days lost. New South Wales reported 238 disputes, accounting for 39 per cent of the number of disputes ending during 1993. Victoria, however, reported the highest number of working days lost, with 221,000 working days or 38 per cent of all time lost.

**DIAGRAM 3. INDUSTRIAL DISPUTES WHICH OCCURRED DURING 1992 AND 1993: WORKING DAY LOST PER THOUSAND EMPLOYEES**



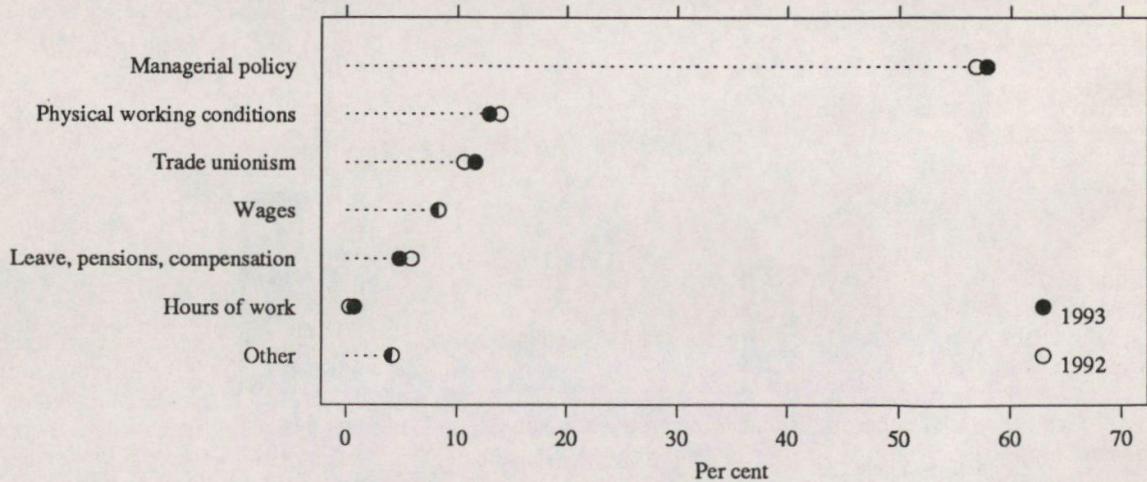
Source: Table 3

*Cause of dispute (Refer tables 8, 9 and 10)*

Managerial policy (including award restructuring) was the most common cause of disputes in 1993, and was responsible for 350 disputes or 58 per cent of all disputes ended in this period. Disputes with Managerial policy as the cause involved 193,700 employees (42%) and accounted for 271,200 working days lost (46%). Disputes over Managerial policy in Queensland caused the loss of 87,900 working days or 68 per cent of all time lost in this State.

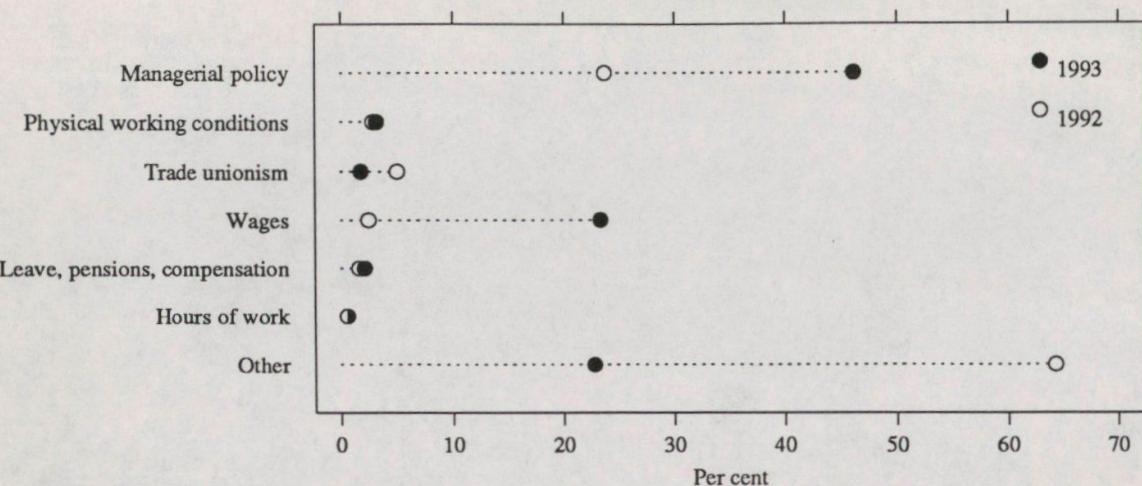
Disputes over wages was the other major cause of industrial stoppages, in terms of working days lost (refer Diagram 5). Working days lost from disputes over wages increased significantly between 1992 and 1993 (from 23,200 to 137,000). This cause involved 119,100 employees (26%). This was the major cause of working days lost in New South Wales, accounting for 63,500 working days or 38 per cent of all time lost in this State.

**DIAGRAM 4. INDUSTRIAL DISPUTES ENDING DURING 1992 AND 1993: DISTRIBUTION OF NUMBER OF DISPUTES BY CAUSE OF DISPUTE**



Source: Table 9

**DIAGRAM 5. INDUSTRIAL DISPUTES ENDING DURING 1992 AND 1993:  
DISTRIBUTION OF WORKING DAYS LOST BY CAUSE OF DISPUTE**



Source: Table 8

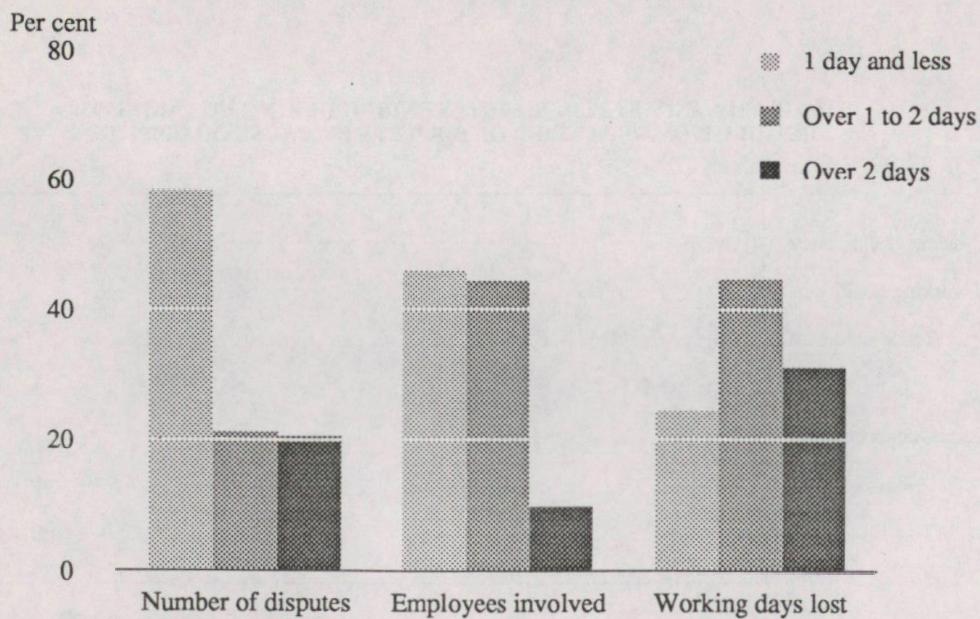
*Duration of disputes (Refer tables 11, 12 and 13)*

Disputes lasting up to and including 1 day accounted for 58 per cent of all disputes in 1993 (refer Diagram 6). Disputes in this category also accounted for the largest number of employees involved (213,800 or 46 per cent). However, disputes lasting over 1 and up to and including 2 days, accounted for the highest number of working days

lost, with 262,800 working days or 45 per cent of all time lost during 1993.

Disputes lasting 5 days or more accounted for 6 per cent of all disputes and 13 per cent of working days lost. This is a small increase compared to 1992, when this group accounted for 5 per cent of all disputes and 10 per cent of working days lost.

**DIAGRAM 6. INDUSTRIAL DISPUTES ENDING DURING 1993:  
DURATION OF DISPUTE**



Source: Table 12

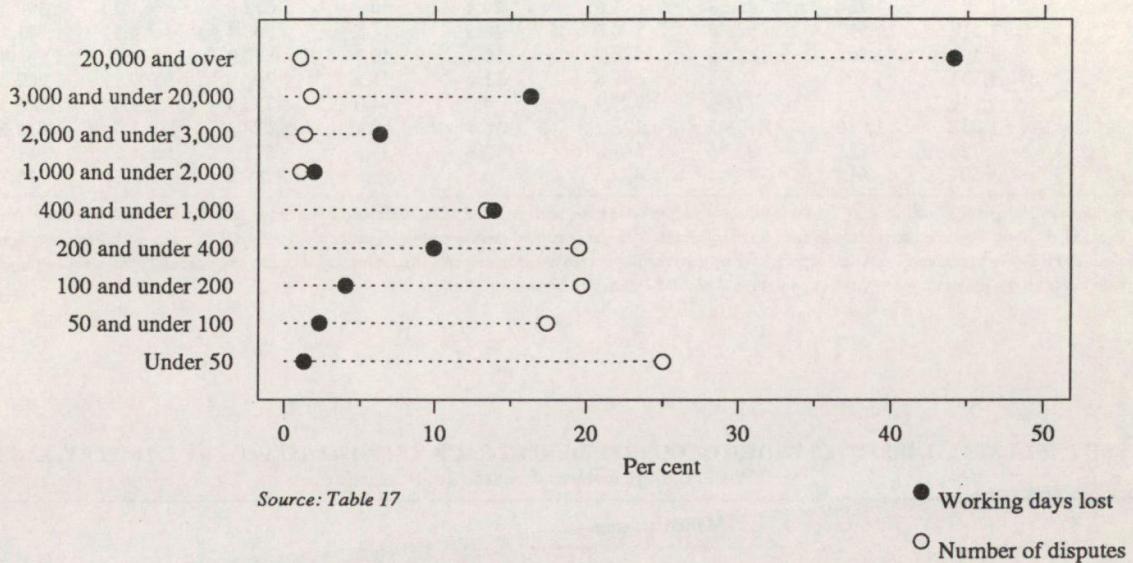
*Method of settlement (Refer tables 14, 15 and 16)*

In 1993, 336 disputes were settled by "Resumption without negotiation", accounting for 56 per cent of all disputes ended. This category also reported the largest number of employees involved (359,000 or 77%), and the highest number of working days lost (360,200 or 61%). Negotiation was the major method of settlement for 125 disputes (21% of all disputes).

*Employees involved (Refer Table 17)*

Of the disputes ending during 1993, the largest number (151) involved fewer than 50 employees. These disputes accounted for only 1 per cent of total working days lost. There were 6 large disputes involving 20,000 or more employees, which accounted for 259,100 working days lost or 44 per cent of total working days lost.

**DIAGRAM 7. INDUSTRIAL DISPUTES ENDED DURING 1993:  
DISTRIBUTION OF EMPLOYEES INVOLVED BY NUMBER OF DISPUTES  
AND WORKING DAYS LOST**



## PART A: INDUSTRIAL DISPUTES WHICH OCCURRED DURING THE YEAR

TABLE 1. INDUSTRIAL DISPUTES WHICH OCCURRED DURING EACH YEAR 1983 TO 1993, AUSTRALIA

Period	Commenced during period	Employees involved ('000)						Working days lost per thousand employees(d)		
		Number of disputes(a)		Directly		Indirectly				
		Total(b)	Newly involved(c)	Total(b)	Newly involved(c)	Total(b)	Newly involved(c)	Total(b)		
1983	1,779	1,787	427.4	444.9	25.4	25.4	452.8	470.2	1,641.4	249
1984	1,958	1,965	520.0	529.2	31.1	31.1	551.1	560.3	1,307.4	248
1985	1,876	1,895	524.5	542.3	28.2	28.2	552.7	570.5	1,256.2	228
1986	1,747	1,754	653.8	671.6	20.1	20.1	673.9	691.7	1,390.7	242
1987	1,512	1,517	574.9	590.3	18.5	18.5	593.4	608.8	1,311.9	223
1988	1,502	1,508	883.6	884.1	10.3	10.3	893.9	894.4	1,641.4	269
1989	1,391	1,402	695.3	698.6	11.2	11.2	706.4	709.8	1,202.4	190
1990	1,189	1,193	721.9	725.9	4.0	4.0	725.9	729.9	1,376.5	217
1991	1,032	1,036	1,173.5	1,176.2	5.4	5.4	1,178.9	1,181.6	1,610.6	265
1992	726	728	867.6	867.8	3.8	3.8	871.3	871.5	941.2	158
1993	607	610	482.4	482.7	6.8	6.8	489.2	489.6	635.8	108

(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australian total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australia level. See paragraph 8 of the Explanatory Notes. (b) Refer to paragraph 7 of Glossary. (c) Comprises employees involved in disputes that commenced during the year and additional employees involved in disputes that continued from the previous year. (d) See paragraph 7 of the Explanatory Notes.

TABLE 2. INDUSTRIAL DISPUTES WHICH OCCURRED DURING EACH YEAR 1988 TO 1993 : BY INDUSTRY, AUSTRALIA  
(Working days lost per thousand employees)(a)

Period	Manufacturing								
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; Communication			
	Coal	Other				Community Services	Other industries(b)	All industries	
1988	15,548	1,777	750	183	725	177	90	83	269
1989	5,505	642	473	283	374	160	176	65	190
1990	4,879	1,631	1,293	212	204	299	151	25	217
1991	4,507	735	1,820	296	428	237	150	63	265
1992	2,970	997	352	275	151	214	175	60	158
1993	3,288	322	474	141	51	42	108	44	108

(a) See paragraph 7 of the Explanatory Notes. (b) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; and Recreation, personal and other services.

TABLE 3. INDUSTRIAL DISPUTES WHICH OCCURRED DURING EACH YEAR 1988 TO 1993 : STATES AND TERRITORIES, AUSTRALIA  
(Working days lost per thousand employees)(a)

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
1988	341	214	336	93	299	118	158	112	269
1989	269	199	102	67	187	64	111	77	190
1990	283	226	111	236	200	67	26	62	217
1991	528	128	114	112	223	28	51	18	265
1992	85	369	69	25	97	285	48	20	158
1993	89	170	132	53	51	29	38	76	108

(a) See paragraph 7 of the Explanatory Notes.

TABLE 4. INDUSTRIAL DISPUTES WHICH OCCURRED DURING EACH YEAR 1988 TO 1993 : STATES AND TERRITORIES, AUSTRALIA

Period	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
NUMBER OF DISPUTES COMMENCING(a)									
1988	675	188	209	86	221	54	40	29	1,502
1989	628	180	207	67	226	40	19	24	1,391
1990	548	161	179	53	190	26	13	19	1,189
1991	438	153	154	67	155	30	18	17	1,032
1992	278	114	121	32	133	23	20	12	726
1993	239	114	125	38	110	19	11	9	607
NUMBER OF DISPUTES WHICH OCCURRED DURING THE YEAR(b)									
1988	676	191	209	87	221	55	40	29	1,508
1989	632	182	209	68	228	40	19	24	1,402
1990	548	165	179	53	190	26	13	19	1,193
1991	439	155	154	67	156	30	18	17	1,036
1992	279	114	121	32	134	23	20	12	728
1993	241	114	125	38	111	19	11	9	610
EMPLOYEES NEWLY INVOLVED('000)(c)									
1988	452.6	207.6	104.4	39.8	60.9	8.2	7.3	13.1	893.9
1989	380.6	174.1	45.3	37.4	54.0	4.2	2.1	8.8	706.4
1990	340.9	165.1	53.4	73.8	73.1	9.9	1.0	8.6	725.9
1991	866.1	134.6	61.5	34.9	63.1	7.2	2.3	9.2	1,178.9
1992	163.3	598.8	45.4	23.2	28.7	7.6	2.7	1.6	871.3
1993	146.2	200.9	79.3	21.7	27.5	2.7	1.2	9.7	489.2
TOTAL EMPLOYEES INVOLVED('000)(b)									
1988	452.8	207.7	104.4	39.9	60.9	8.3	7.3	13.1	894.4
1989	382.7	174.3	45.6	37.4	54.7	4.2	2.1	8.8	709.8
1990	340.9	169.1	53.4	73.8	73.1	9.9	1.0	8.6	729.9
1991	867.9	135.5	61.5	34.9	63.1	7.2	2.3	9.2	1,181.6
1992	163.5	598.8	45.4	23.2	28.8	7.6	2.7	1.6	871.5
1993	146.4	200.9	79.3	21.7	27.6	2.7	1.2	9.7	489.6
EMPLOYEES DIRECTLY INVOLVED('000)(b)									
1988	448.9	203.7	103.5	39.5	60.1	8.1	7.3	13.1	884.1
1989	380.5	169.8	43.6	36.7	52.9	4.2	2.1	8.8	698.6
1990	340.1	168.0	53.0	73.0	72.3	9.9	1.0	8.6	725.9
1991	866.5	133.6	60.5	34.6	62.4	7.1	2.3	9.2	1,176.2
1992	163.4	595.4	45.3	23.2	28.6	7.6	2.7	1.6	867.8
1993	146.3	195.4	78.7	21.4	27.4	2.7	1.2	9.7	482.7
EMPLOYEES INDIRECTLY INVOLVED('000)(b)									
1988	3.9	4.0	1.0	0.4	0.8	0.2	—	—	10.3
1989	2.2	4.4	2.0	0.8	1.8	0.1	—	—	11.2
1990	0.8	1.1	0.4	0.8	0.8	—	—	—	4.0
1991	1.3	1.9	1.0	0.3	0.7	0.1	—	—	5.4
1992	0.1	3.3	0.2	—	0.2	—	—	—	3.8
1993	0.1	5.6	0.6	0.3	0.2	—	—	—	6.8
WORKING DAYS LOST('000)									
1988	730.1	362.6	299.5	47.0	160.6	18.6	8.9	14.1	1,641.4
1989	589.6	348.4	100.5	35.0	102.1	10.2	6.9	9.6	1,202.4
1990	622.9	391.2	107.9	125.8	108.4	10.7	1.7	7.9	1,376.5
1991	1,106.3	209.2	106.6	59.3	119.1	4.4	3.3	2.3	1,610.6
1992	174.3	586.4	66.3	12.2	53.6	43.0	2.7	2.7	941.2
1993	178.3	257.2	128.4	25.6	29.5	4.5	2.1	10.3	635.8

(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australian total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australia level. See paragraph 8 of the Explanatory Notes. (b) Refer to paragraph 7 of Glossary. (c) Comprises employees involved in disputes which commenced during the year and additional employees involved in disputes which continued from the previous year.

TABLE 5. INDUSTRIAL DISPUTES WHICH OCCURRED DURING 1993 : BY INDUSTRY, STATES AND TERRITORIES, AUSTRALIA  
(Working days lost per thousand employees)(a)

	Manufacturing									
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; Communication		Community Services	Other industries(b)	All industries
	Coal	Other				Other	Construction			
NSW	3,540	—	492	60	55	38	31	39	39	89
Vic.	—	—	765	58	95	59	289	74	170	170
Qld	3,744	277	142	590	10	37	105	24	132	132
SA	649	565	295	94	—	7	2	31	53	53
WA	—	453	63	49	74	60	36	26	51	51
Tas.	—	—	450	19	—	—	6	20	29	29
NT	—	550	—	29	—	23	3	28	38	38
ACT	—	—	—	—	—	25	83	86	76	76
Australia	3,288	322	474	141	51	42	108	44	108	108

(a) See paragraph 7 of the Explanatory Notes. (b) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; and Recreation, personal and other services.

TABLE 6. INDUSTRIAL DISPUTES WHICH OCCURRED DURING 1993: BY INDUSTRY, AUSTRALIA

Industry	Total industrial disputes which occurred (no.)(a)(b)	Employees involved (directly and indirectly) ('000)(b)	Working days lost ('000)
Agriculture, forestry, fishing and hunting	4	3.7	17.1
Mining	190	55.7	92.9
Ferrous metal ores	43	4.7	3.6
Coal	128	46.6	78.6
Other	19	4.4	10.8
Manufacturing	170	175.0	238.1
Food, beverages and tobacco	34	13.6	55.5
Textiles, clothing and footwear	3	0.7	1.6
Wood, wood products and furniture	8	2.8	6.1
Paper, paper products, printing and publishing	6	6.9	9.3
Chemical, petroleum and coal products	9	1.5	4.5
Metal products, machinery and equipment	107	149.3	160.4
Other manufacturing	6	0.2	0.6
Electricity, gas and water	47	15.1	13.5
Construction	27	14.2	13.1
Wholesale and retail trade	16	1.1	2.2
Transport and storage	77	12.6	13.9
Road transport	17	5.2	4.1
Rail transport	5	1.1	1.0
Water transport	n.p.	0.2	0.1
Air transport	4	0.5	1.2
Other transport and storage	n.p.	—	—
Services to transport	50	5.5	7.4
Stevedoring	37	4.8	6.6
Other services to transport	13	0.8	0.8
Communication	7	4.3	1.7
Finance, property and business services	8	29.0	59.3
Public administration and defence	21	26.6	35.0
Community services	49	151.0	147.5
Recreation, personal and other services	6	1.4	1.4
<b>Total</b>	<b>610</b>	<b>489.6</b>	<b>635.8</b>

(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australian total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australia level. See paragraph 8 of the Explanatory Notes. (b) Refer to paragraph 7 of Glossary.

Note : State by industry information is available on request.

TABLE 7. INDUSTRIAL DISPUTES WHICH OCCURRED DURING 1993 : BY INDUSTRY, STATES AND TERRITORIES, AUSTRALIA

Industry	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY) ('000) (a)									
Agriculture, forestry, fishing and hunting	—	3.7	—	—	—	—	—	—	3.7
Mining	29.4	—	19.1	0.7	6.1	—	0.4	—	55.7
Ferrous metal ores	—	—	1.1	—	3.6	—	—	—	4.7
Coal	29.4	—	17.1	0.2	—	—	—	—	46.6
Other	—	—	0.9	0.6	2.6	—	0.4	—	4.4
Manufacturing	55.0	82.7	17.1	16.2	2.4	1.5	—	—	175.0
Food, beverages and tobacco	0.4	1.6	10.3	0.5	0.8	0.1	—	—	13.6
Textiles, clothing and footwear	—	0.4	0.3	—	—	—	—	—	0.7
Wood, wood products and furniture	1.1	0.2	—	1.5	—	—	—	—	2.8
Paper, paper products, printing and publishing	2.9	1.6	1.1	1.0	0.2	0.1	—	—	6.9
Chemical, petroleum and coal products	0.3	0.9	0.1	—	—	0.1	—	—	1.5
Metal products, machinery and equipment	50.1	78.0	5.3	13.2	1.4	1.2	—	—	149.3
Other manufacturing	0.1	0.1	—	—	—	—	—	—	0.2
Electricity, gas and water	2.8	7.9	0.7	0.5	3.0	—	0.2	—	15.1
Construction	1.2	10.4	0.3	—	2.4	—	—	—	14.2
Wholesale and retail trade	0.1	0.4	0.4	0.1	—	—	—	—	1.1
Transport and storage	2.7	3.9	1.8	0.1	3.2	—	0.1	0.7	12.6
Road transport	—	2.4	0.3	0.1	1.6	—	—	0.7	5.2
Rail transport	—	0.1	0.3	—	0.8	—	—	—	1.1
Water transport	—	—	—	—	0.1	—	—	—	0.2
Air transport	0.3	0.1	0.1	—	—	—	—	—	0.5
Other transport and storage	—	—	—	—	—	—	—	—	—
Services to transport	2.3	1.3	1.1	—	0.7	—	—	—	5.5
Stevedoring	2.1	1.3	0.7	—	0.6	—	—	—	4.8
Other services to transport	0.2	—	0.4	—	0.1	—	—	—	0.8
Communication	1.0	2.0	0.7	0.2	0.3	—	—	0.1	4.3
Finance, property and business services	14.9	6.7	3.1	1.8	1.6	0.4	0.1	0.4	29.0
Public administration and defence	6.4	7.2	2.8	1.6	1.5	0.5	0.3	6.2	26.6
Community services	32.3	75.6	33.3	0.5	6.9	0.3	—	2.2	151.0
Recreation, personal and other services	0.7	0.4	0.1	0.1	—	—	—	—	1.4
<b>Total</b>	<b>146.4</b>	<b>200.9</b>	<b>79.3</b>	<b>21.7</b>	<b>27.6</b>	<b>2.7</b>	<b>1.2</b>	<b>9.7</b>	<b>489.6</b>
WORKING DAYS LOST ('000)									
Agriculture, forestry, fishing and hunting	—	17.1	—	—	—	—	—	—	17.1
Mining	46.5	—	34.6	1.7	9.0	—	1.1	—	92.9
Ferrous metal ores	—	—	1.1	—	2.4	—	—	—	3.6
Coal	46.5	—	31.8	0.3	—	—	—	—	78.6
Other	—	—	1.7	1.4	6.6	—	1.1	—	10.8
Manufacturing	68.6	90.8	56.0	16.6	3.4	2.7	—	—	238.1
Food, beverages and tobacco	1.9	3.8	47.6	0.4	1.7	0.1	—	—	55.5
Textiles, clothing and footwear	—	0.7	1.0	—	—	—	—	—	1.6
Wood, wood products and furniture	3.1	0.2	—	2.8	—	—	—	—	6.1
Paper, paper products, printing and publishing	5.6	1.6	1.1	0.8	0.2	0.1	—	—	9.3
Chemical, petroleum and coal products	0.3	3.9	0.1	—	—	0.1	—	—	4.5
Metal products, machinery and equipment	57.4	80.4	6.2	12.5	1.5	2.4	—	—	160.4
Other manufacturing	0.3	0.3	—	—	—	—	—	—	0.6
Electricity, gas and water	2.3	7.2	1.2	0.1	2.4	0.1	0.2	—	13.5
Construction	5.0	5.1	0.5	—	2.6	—	—	—	13.1
Wholesale and retail trade	0.6	0.6	0.8	0.2	—	—	—	—	2.2
Transport and storage	4.8	4.7	2.3	0.1	1.7	—	0.1	0.1	13.9
Road transport	0.1	2.8	0.5	0.1	0.4	—	0.1	0.1	4.1
Rail transport	—	0.6	—	—	0.4	—	—	—	1.0
Water transport	—	—	—	—	0.1	—	—	—	0.1
Air transport	0.9	0.1	0.2	—	—	—	—	—	1.2
Other transport and storage	—	—	—	—	—	—	—	—	—
Services to transport	3.7	1.3	1.5	—	0.8	—	—	—	7.4
Stevedoring	3.7	1.1	1.2	—	0.6	—	—	—	6.6
Other services to transport	0.1	0.2	0.3	—	0.2	—	—	—	0.8
Communication	0.2	1.2	0.2	—	0.1	—	—	—	1.7
Finance, property and business services	29.9	13.0	6.5	4.9	3.2	0.8	0.3	0.8	59.3
Public administration and defence	7.0	14.9	2.9	1.6	1.6	0.6	0.3	6.2	35.0
Community services	12.8	102.2	23.3	0.3	5.5	0.3	—	3.1	147.5
Recreation, personal and other services	0.7	0.4	0.1	0.1	—	—	—	0.1	1.4
<b>Total</b>	<b>178.3</b>	<b>257.2</b>	<b>128.4</b>	<b>25.6</b>	<b>29.5</b>	<b>4.5</b>	<b>2.1</b>	<b>10.3</b>	<b>635.8</b>

(a) Refer to paragraph 7 of Glossary.

**PART B: INDUSTRIAL DISPUTES WHICH ENDED DURING THE YEAR**

**TABLE 8. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1988 TO 1993 : CAUSE OF DISPUTE, AUSTRALIA**

Cause of dispute	1988	1989	1990	1991	1992	1993
WORKING DAYS LOST('000)						
Wages	507.9	169.6	154.5	37.8	23.2	137.0
Hours of Work	31.5	5.6	4.3	3.9	0.3	3.5
Leave, pensions, compensation	50.0	145.8	20.5	22.6	15.0	12.3
Managerial policy	897.6	639.3	1,060.3	869.4	224.0	271.2
Physical working conditions	158.1	61.9	99.3	60.8	27.2	18.9
Trade unionism	34.0	73.3	52.4	31.2	47.2	10.5
Other(a)	34.6	124.2	29.0	597.4	606.1	134.1
<b>Total</b>	<b>1,713.7</b>	<b>1,219.8</b>	<b>1,420.3</b>	<b>1,623.1</b>	<b>943.0</b>	<b>587.3</b>
WORKING DAYS LOST(Per cent)						
Wages	29.6	13.9	10.9	2.3	2.5	23.3
Hours of Work	1.8	0.5	0.3	0.2	—	0.6
Leave, pensions, compensation	2.9	12.0	1.4	1.4	1.6	2.1
Managerial policy	52.4	52.4	74.7	53.6	23.7	46.2
Physical working conditions	9.2	5.1	7.0	3.7	2.9	3.2
Trade unionism	2.0	6.0	3.7	1.9	5.0	1.8
Other(a)	2.0	10.2	2.0	36.8	64.3	22.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Includes disputes not elsewhere categorised.

**TABLE 9. INDUSTRIAL DISPUTES ENDING DURING 1993 : CAUSE OF DISPUTE BY INDUSTRY, AUSTRALIA**

Cause of dispute	<i>Manufacturing</i>								All industries	
	<i>Mining</i>		<i>Metal products, machinery and equipment</i>		<i>Construction</i>	<i>Transport and storage; communication</i>		<i>Community Services</i>		
	Coal	Other	Other	Other		Construction	Community Services			
NUMBER OF DISPUTES(b)										
Wages	n.p.	3	12	8	3	7	n.p.	10	49	
Hours of Work	—	n.p.	n.p.	—	—	—	n.p.	—	4	
Leave, pensions, compensation	n.p.	3	3	7	—	4	n.p.	8	29	
Managerial policy	71	31	60	44	8	41	26	70	350	
Physical working conditions	27	n.p.	14	n.p.	7	10	12	4	78	
Trade unionism	19	18	11	n.p.	4	13	n.p.	n.p.	70	
Other(c)	5	3	n.p.	n.p.	5	9	3	n.p.	24	
<b>Total</b>	<b>128</b>	<b>62</b>	<b>104</b>	<b>63</b>	<b>27</b>	<b>84</b>	<b>48</b>	<b>98</b>	<b>604</b>	
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)('000)										
Wages	0.9	0.7	102.1	7.2	1.3	0.5	4.1	2.4	119.1	
Hours of Work	—	0.2	0.1	—	—	—	12.7	—	13.0	
Leave, pensions, compensation	0.6	1.3	0.4	1.5	—	0.3	0.1	1.9	6.1	
Managerial policy	16.6	4.6	22.8	15.4	0.7	10.2	62.4	61.0	193.7	
Physical working conditions	6.9	0.1	1.6	0.9	0.5	1.2	1.0	0.4	12.6	
Trade unionism	5.2	2.0	1.2	0.3	0.1	1.5	0.2	0.7	11.2	
Other(c)	16.5	0.2	20.8	0.2	11.6	3.3	52.9	4.5	110.0	
<b>Total</b>	<b>46.7</b>	<b>9.1</b>	<b>149.0</b>	<b>25.6</b>	<b>14.2</b>	<b>16.9</b>	<b>133.4</b>	<b>70.9</b>	<b>465.8</b>	
WORKING DAYS LOST('000)										
Wages	0.9	2.0	110.8	10.6	6.0	0.7	3.7	2.2	137.0	
Hours of Work	—	0.1	0.2	—	—	—	3.2	—	3.5	
Leave, pensions, compensation	1.0	1.2	3.1	3.3	—	0.3	0.2	3.2	12.3	
Managerial policy	22.1	10.1	27.7	60.4	0.7	9.5	43.3	97.5	271.2	
Physical working conditions	9.4	0.1	2.2	3.0	0.6	1.1	0.9	1.5	18.9	
Trade unionism	4.9	0.7	2.4	0.1	—	1.5	0.2	0.7	10.5	
Other(c)	40.5	0.3	13.4	0.2	5.7	2.6	60.1	11.3	134.1	
<b>Total</b>	<b>78.8</b>	<b>14.4</b>	<b>159.8</b>	<b>77.5</b>	<b>13.1</b>	<b>15.6</b>	<b>111.7</b>	<b>116.4</b>	<b>587.3</b>	

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; and Recreation, personal and other services. (b) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australia total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australian level. See paragraph 8 of the Explanatory Notes. (c) Includes disputes not elsewhere categorised.

TABLE 10. INDUSTRIAL DISPUTES ENDING DURING 1993 : CAUSE OF DISPUTE BY STATES AND TERRITORIES, AUSTRALIA

Cause of dispute	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
NUMBER OF DISPUTES(a)									
Wages	22	11	11	5	8	6	n.p.	n.p.	49
Hours of Work	n.p.	—	n.p.	—	n.p.	—	—	—	4
Leave, pensions, compensation	6	6	9	3	n.p.	n.p.	—	—	29
Managerial policy	127	75	72	26	59	10	8	n.p.	350
Physical working conditions	50	4	13	4	9	n.p.	n.p.	—	78
Trade unionism	27	3	17	—	23	—	—	—	70
Other(b)	n.p.	12	n.p.	—	6	—	—	—	24
Total	238	111	125	38	111	19	11	9	604
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)('000)									
Wages	53.0	50.5	5.3	8.1	1.1	1.0	0.1	0.2	119.1
Hours of Work	0.1	—	12.7	—	0.2	—	—	—	13.0
Leave, pensions, compensation	1.4	0.7	2.5	0.3	1.2	0.2	—	—	6.1
Managerial policy	62.7	48.5	45.7	12.8	11.8	1.4	1.1	9.6	193.7
Physical working conditions	7.7	0.4	3.2	0.5	0.7	0.2	—	—	12.6
Trade unionism	4.7	0.5	4.1	—	1.8	—	—	—	11.2
Other(b)	10.7	82.5	5.9	—	10.8	—	—	—	110.0
Total	140.4	183.2	79.3	21.7	27.6	2.7	1.2	9.7	465.8
WORKING DAYS LOST('000)									
Wages	63.5	52.8	6.8	8.7	3.3	1.8	0.1	0.1	137.0
Hours of Work	0.2	—	3.2	—	0.1	—	—	—	3.5
Leave, pensions, compensation	2.7	4.4	3.2	0.9	0.7	0.5	—	—	12.3
Managerial policy	60.6	77.4	87.9	14.7	16.4	1.9	2.0	10.3	271.2
Physical working conditions	10.6	0.4	5.6	1.3	0.7	0.2	—	—	18.9
Trade unionism	4.5	0.1	5.1	—	0.7	—	—	—	10.5
Other(b)	23.9	85.8	16.7	—	7.7	—	—	—	134.1
Total	165.9	221.0	128.4	25.6	29.5	4.5	2.1	10.3	587.3

(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australia total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australian level. See paragraph 8 of the Explanatory Notes. (b) Includes disputes not elsewhere categorised.

TABLE 11. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1988 TO 1993 : DURATION OF DISPUTE, AUSTRALIA

Duration of dispute	1988	1989	1990	1991	1992	1993
WORKING DAYS LOST('000)						
Up to and including 1 day	516.3	236.2	168.2	182.5	674.4	142.8
Over 1 and up to and including 2 days	282.8	361.9	316.8	835.1	102.4	262.8
Over 2 and less than 5 days	191.8	191.3	655.1	463.4	73.7	106.5
5 and less than 10 days	547.5	138.3	93.8	53.7	30.9	40.1
10 and less than 20 days	132.7	182.8	72.4	65.5	16.7	32.3
20 days and over	42.7	109.3	114.0	22.9	44.9	2.8
Total	1,713.7	1,219.8	1,420.3	1,623.1	943.0	587.3
WORKING DAYS LOST(Per cent)						
Up to and including 1 day	30.1	19.4	11.8	11.2	71.5	24.3
Over 1 and up to and including 2 days	16.5	29.7	22.3	51.4	10.9	44.7
Over 2 and less than 5 days	11.2	15.7	46.1	28.5	7.8	18.1
5 and less than 10 days	31.9	11.3	6.6	3.3	3.3	6.8
10 and less than 20 days	7.7	15.0	5.1	4.0	1.8	5.5
20 days and over	2.5	9.0	8.0	1.4	4.8	0.5
Total	100.0	100.0	100.0	100.0	100.0	100.0

TABLE 12. INDUSTRIAL DISPUTES ENDING DURING 1993 : DURATION OF DISPUTE BY INDUSTRY, AUSTRALIA

Duration of dispute	Manufacturing								All industries(a)
	Mining		Metal products, machinery and equipment		Construction		Transport and storage; communication		
	Coal	Other	Other	Construction	Community Services	Other industries	All industries		
NUMBER OF DISPUTES(b)									
Up to and including 1 day	89	40	58	25	15	51	32	49	352
Over 1 and up to and including 2 days	30	14	22	8	9	13	n.p.	19	128
Over 2 and less than 5 days	9	n.p.	19	21	n.p.	11	—	19	86
5 and less than 10 days	—	—	n.p.	6	—	9	n.p.	8	28
10 and less than 20 days	—	n.p.	—	3	n.p.	—	n.p.	n.p.	7
20 days and over	—	—	n.p.	—	—	—	—	n.p.	3
Total	128	62	104	63	27	84	48	98	604
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)('000)									
Up to and including 1 day	21.1	5.0	37.0	14.4	12.6	12.9	95.9	16.0	213.8
Over 1 and up to and including 2 days	7.6	2.0	105.7	0.7	0.4	2.0	37.5	45.6	206.2
Over 2 and less than 5 days	18.0	1.8	5.9	6.4	1.2	1.6	—	5.8	37.1
5 and less than 10 days	—	—	0.4	2.4	—	0.4	—	3.4	6.6
10 and less than 20 days	—	0.2	—	1.6	0.1	—	—	—	2.0
20 days and over	—	—	0.1	—	—	—	—	—	0.1
Total	46.7	9.1	149.0	25.6	14.2	16.9	133.4	70.9	465.8
WORKING DAYS LOST('000)									
Up to and including 1 day	19.5	2.9	23.7	13.3	6.4	4.6	63.5	9.2	142.8
Over 1 and up to and including 2 days	13.1	2.9	114.7	1.1	0.7	2.8	47.7	68.6	262.8
Over 2 and less than 5 days	46.1	6.1	17.0	19.8	5.0	5.2	—	17.9	106.5
5 and less than 10 days	—	—	2.7	15.1	—	2.9	0.1	19.3	40.1
10 and less than 20 days	—	2.4	—	28.2	1.1	—	0.3	0.2	32.3
20 days and over	—	—	1.6	—	—	—	—	1.2	2.8
Total	78.8	14.4	159.8	77.5	13.1	15.6	111.7	116.4	587.3

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; and Recreation, personal and other services. (b) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australia total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australian level. See paragraph 8 of the Explanatory Notes.

TABLE 13. INDUSTRIAL DISPUTES ENDING DURING 1993 : DURATION OF DISPUTE BY STATES AND TERRITORIES, AUSTRALIA

Duration of dispute	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia
	NUMBER OF DISPUTES(a)								
Up to and including 1 day	151	57	62	20	71	9	5	5	352
Over 1 and up to and including 2 days	53	19	29	10	26	6	n.p.	n.p.	128
Over 2 and less than 5 days	27	20	23	n.p.	9	4	n.p.	n.p.	86
5 and less than 10 days	n.p.	n.p.	7	n.p.	n.p.	—	—	—	28
10 and less than 20 days	n.p.	n.p.	n.p.	—	n.p.	—	—	—	7
20 days and over	n.p.	n.p.	n.p.	—	—	—	—	—	3
Total	238	111	125	38	111	19	11	9	604
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)('000)									
Up to and including 1 day	60.0	119.5	51.6	9.1	20.2	0.7	0.3	1.0	213.8
Over 1 and up to and including 2 days	63.0	53.7	10.8	9.7	5.6	0.9	0.5	8.3	206.2
Over 2 and less than 5 days	16.7	5.9	13.7	2.7	1.2	1.1	0.4	0.4	37.1
5 and less than 10 days	0.7	4.0	1.6	0.2	0.3	—	—	—	6.6
10 and less than 20 days	—	—	1.6	—	0.3	—	—	—	2.0
20 days and over	—	0.1	—	—	—	—	—	—	0.1
Total	140.4	183.2	79.3	21.7	27.6	2.7	1.2	9.7	465.8
WORKING DAYS LOST('000)									
Up to and including 1 day	33.3	100.0	38.5	6.3	11.9	0.6	0.3	0.3	142.8
Over 1 and up to and including 2 days	83.1	76.2	14.3	10.7	8.4	1.1	0.7	9.3	262.8
Over 2 and less than 5 days	44.7	18.9	37.0	7.3	3.9	2.7	1.1	0.8	106.5
5 and less than 10 days	4.1	23.9	9.6	1.2	1.9	—	—	—	40.1
10 and less than 20 days	0.2	0.3	28.2	—	3.5	—	—	—	32.3
20 days and over	0.5	1.6	0.8	—	—	—	—	—	2.8
Total	165.9	221.0	128.4	25.6	29.5	4.5	2.1	10.3	587.3

(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australia total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australian level. See paragraph 8 of the Explanatory Notes.

TABLE 14. INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1988 TO 1993 : METHOD OF SETTLEMENT, AUSTRALIA

Method of settlement	1988	1989	1990	1991	1992	1993
WORKING DAYS LOST('000)						
Negotiation	176.1	185.6	213.5	161.2	107.3	99.7
State legislation	102.7	122.5	167.6	80.8	18.8	14.3
Federal and joint Federal-State legislation	788.2	249.7	374.5	548.5	27.9	110.0
Resumption without negotiation	598.4	652.4	660.9	825.6	783.5	360.2
Other methods(a)	48.3	9.5	3.9	6.9	5.5	3.0
Total	1,713.7	1,219.8	1,420.3	1,623.1	943.0	587.3
WORKING DAYS LOST(Per cent)						
Negotiation	10.3	15.2	15.0	9.9	11.4	17.0
State legislation	6.0	10.0	11.8	5.0	2.0	2.4
Federal and joint Federal-State legislation	46.0	20.5	26.4	33.8	3.0	18.7
Resumption without negotiation	34.9	53.5	46.5	50.9	83.1	61.3
Other methods(a)	2.8	0.8	0.3	0.4	0.6	0.5
Total	100.0	100.0	100.0	100.0	100.0	100.0

(a) Includes mediation, filling the places of workers on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

TABLE 15. INDUSTRIAL DISPUTES ENDING DURING 1993 : METHOD OF SETTLEMENT BY INDUSTRY, AUSTRALIA

Method of settlement	Manufacturing								All industries		
	Mining		Metal products, machinery and equipment		Construction	Transport and storage; communication		Community Services			
	Coal	Other	Other	Other		Construction	Community Services				
NUMBER OF DISPUTES(b)											
Negotiation	26	3	15	23	4	8	17	30	125		
State legislation	7	—	n.p.	n.p.	5	n.p.	n.p.	9	48		
Federal and joint Federal-State legislation	20	—	13	19	—	9	5	19	85		
Resumption without negotiation	75	59	62	11	18	63	21	36	336		
Other methods(c)	—	—	n.p.	n.p.	—	n.p.	n.p.	4	10		
Total	128	62	104	63	27	84	48	98	604		
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)('000)											
Negotiation	6.3	1.1	4.7	6.2	1.5	3.4	1.9	31.0	56.1		
State legislation	1.5	—	1.5	1.6	0.2	—	0.1	1.4	6.3		
Federal and joint Federal-State legislation	19.7	—	8.2	6.3	—	2.2	0.9	5.7	43.0		
Resumption without negotiation	19.2	8.0	134.2	11.1	12.6	11.2	130.5	32.2	359.0		
Other methods(c)	—	—	0.5	0.3	—	0.1	0.1	0.6	1.5		
Total	46.7	9.1	149.0	25.6	14.2	16.9	133.4	70.9	465.8		
WORKING DAYS LOST('000)											
Negotiation	7.6	2.3	7.7	18.6	5.4	1.2	2.1	54.9	99.7		
State legislation	2.9	—	4.5	3.8	1.2	0.2	0.1	1.6	14.3		
Federal and joint Federal-State legislation	45.7	—	15.5	20.0	—	6.7	0.5	21.6	110.0		
Resumption without negotiation	22.6	12.1	130.8	34.5	6.5	6.9	108.6	38.1	360.2		
Other methods(c)	—	—	1.3	0.6	—	0.6	0.3	0.3	3.0		
Total	78.8	14.4	159.8	77.5	13.1	15.6	111.7	116.4	587.3		

(a) Comprises Agriculture, forestry, fishing and hunting; Electricity, gas and water; Wholesale and retail trade; Finance, property and business services; Public administration and defence; and Recreation, personal and other services. (b) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australia total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australian level. See paragraph 8 of the Explanatory Notes. (c) Includes mediation, filling the places of workers on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

TABLE 16. INDUSTRIAL DISPUTES ENDING DURING 1993 : METHOD OF SETTLEMENT BY STATES AND TERRITORIES, AUSTRALIA

<i>Method of settlement</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Australia</i>
NUMBER OF DISPUTES(a)									
Negotiation	49	32	32	8	7	6	n.p.	n.p.	125
State legislation	14	4	15	n.p.	7	n.p.	n.p.	—	48
Federal and joint									
Federal-State legislation	36	23	17	10	n.p.	n.p.	n.p.	n.p.	85
Resumption without negotiation	139	45	61	15	91	8	7	6	336
Other methods(b)	—	7	—	n.p.	n.p.	—	—	—	10
<b>Total</b>	<b>238</b>	<b>111</b>	<b>125</b>	<b>38</b>	<b>111</b>	<b>19</b>	<b>11</b>	<b>9</b>	<b>604</b>
EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)('000)									
Negotiation	21.7	18.3	8.8	2.7	3.1	0.7	0.1	0.5	56.1
State legislation	2.7	0.2	2.0	0.5	0.6	0.2	—	—	6.3
Federal and joint									
Federal-State legislation	17.1	8.9	9.5	6.8	0.2	0.1	0.2	0.1	43.0
Resumption without negotiation	98.8	154.6	58.9	11.6	23.5	1.7	0.8	9.1	359.0
Other methods(b)	—	1.2	—	—	0.3	—	—	—	1.5
<b>Total</b>	<b>140.4</b>	<b>183.2</b>	<b>79.3</b>	<b>21.7</b>	<b>27.6</b>	<b>2.7</b>	<b>1.2</b>	<b>9.7</b>	<b>465.8</b>
WORKING DAYS LOST('000)									
Negotiation	41.4	28.9	15.7	5.9	5.5	1.1	0.3	0.8	99.7
State legislation	3.1	1.8	5.1	0.5	3.6	0.2	—	—	14.3
Federal and joint									
Federal-State legislation	37.0	31.8	32.6	7.9	0.3	0.2	0.2	—	110.0
Resumption without negotiation	84.4	155.6	75.0	11.2	19.9	2.9	1.6	9.5	360.2
Other methods(b)	—	2.7	—	0.1	0.2	—	—	—	3.0
<b>Total</b>	<b>165.9</b>	<b>221.0</b>	<b>128.4</b>	<b>25.6</b>	<b>29.5</b>	<b>4.5</b>	<b>2.1</b>	<b>10.3</b>	<b>587.3</b>

(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australia total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australian level. See paragraph 8 of the Explanatory Notes. (b) Includes mediation, filling the places of workers on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

TABLE 17. INDUSTRIAL DISPUTES ENDING DURING 1993 : DISTRIBUTION OF NUMBER OF EMPLOYEES INVOLVED AND WORKING DAYS LOST, AUSTRALIA

	<i>Employees involved (directly and indirectly)</i>		<i>Working days lost</i>		
	<i>Number of disputes(a)</i>	<i>Number ('000)</i>	<i>Per cent</i>	<i>Number ('000)</i>	<i>Per cent</i>
<i>Employees involved —</i>					
Under 50	151	4.2	0.9	7.7	1.3
50 and under 100	105	7.5	1.6	13.7	2.3
100 and under 200	119	16.9	3.6	23.5	4.0
200 and under 400	118	34.0	7.3	57.9	9.9
400 and under 1,000	81	43.2	9.3	81.4	13.9
1,000 and under 2,000	6	7.6	1.6	11.2	1.9
2,000 and under 3,000	8	21.1	4.5	37.3	6.3
3,000 and under 20,000	10	86.1	18.5	95.6	16.3
20,000 and over	6	245.3	52.7	259.1	44.1
<b>Total</b>	<b>604</b>	<b>465.8</b>	<b>100.0</b>	<b>587.3</b>	<b>100.0</b>
<i>Working days lost —</i>					
10 and under 100	264	20.2	4.3	10.9	1.9
100 and under 500	229	54.4	11.7	55.8	9.5
500 and under 1,000	44	20.8	4.5	31.8	5.4
1,000 and under 2,000	34	19.6	4.2	44.6	7.6
2,000 and under 5,000	17	40.2	8.6	53.2	9.1
5,000 and under 10,000	7	51.2	11.0	47.0	8.0
10,000 and over	9	259.3	55.7	344.0	58.6
<b>Total</b>	<b>604</b>	<b>465.8</b>	<b>100.0</b>	<b>587.3</b>	<b>100.0</b>

(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australia total. From that time such disputes, while still counted separately in each industry and/or State, are counted just once at the broader industry and Australian level. See paragraph 8 of the Explanatory Notes.

## APPENDIX A: EXPLANATORY NOTES

### **Introduction**

This publication contains annual statistics of industrial disputes. Figures for the period have previously been published in less detail in *Industrial Disputes, Australia* (6321.0) issued monthly.

2. Two methods of presenting industrial disputes statistics are used in this publication. These are shown in:

- |               |   |
|---------------|---|
| <b>PART A</b> | Disputes which <i>occurred</i> during a particular year, irrespective of whether the disputes ended during the year or continued into subsequent years. Statistics of employees involved and working days lost relate only to disputes in progress during the year concerned. |
| <b>PART B</b> | Disputes which <i>ended</i> during the year. Statistics relate to all employees involved and working days lost during the course of disputes ending in the particular year, even if the disputes started in the previous year.  |

### **Coverage**

3. The statistics in this publication relate only to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred. Ten working days is equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of stoppage, for example, 3,000 workers on strike for 2 hours would be counted as 750 working days lost (assuming they work an 8 hour day).

4. The statistics of working days lost relate to the losses due to industrial disputes only (as defined in paragraph 2 of the Glossary). Effects on other establishments, such as stand downs because of lack of materials, disruption of transport services, power cuts, etc. are not included. Also, some employees involved in industrial disputes may obtain work at other establishments while a dispute is in progress. It is also possible that some or all of the total working days lost in any particular dispute may be made up through working longer hours or increasing the labour force at other establishments, or at the establishments involved in the dispute after work has resumed.

### **Sources**

5. Reports of stoppages of work are obtained primarily from the Department of Industrial Relations, from trade journals, publications and newspapers. The statistics of industrial disputes are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. Particulars of some stoppages eg. State or

Australia wide general strikes may have been estimated and the statistics therefore should be regarded as giving only a broad measure of the extent of industrial disputes as defined above.

### **Discontinuities**

6. The statistics of industrial disputes from 1984 are compiled according to the Australian Standard Industrial Classification (ASIC), described in *Australian Standard Industrial Classification, 1983 Edition, Vol. 1* (1201.0). For 1983 the statistics were compiled according to the 1978 edition of ASIC.
7. The basis for the calculation of working days lost per thousand employees was changed in January 1987 to include estimates of employees from the ABS Survey of Employment and Earnings. They are combined with estimates of the number of employees in Agriculture and in private households, obtained from the ABS Labour Force Survey. Estimates have been recalculated on this basis for each month back to June 1984 and are available on request. The estimates of numbers of employees prior to June 1984 were based entirely on Labour Force Survey data. The effect of the change is minimal at the 'all industries' level but is quite significant, in some cases, for individual industry groups.
8. The basis for the calculation of the number of disputes was changed in the November 1992 monthly publication (Catalogue No. 6321.0) and the series revised back to September 1991. Prior to September 1991, disputes affecting more than one industry and/or State have been counted as a separate dispute in each industry and State and in the Australian total. From September 1991 onwards, a dispute affecting more than one industry and/or State is counted once in each industry and/or State, but only once at the broader industry and Australia level. The reason for the change was to align the method of counting the number of industrial disputes with International Labour Office guidelines. This change does not affect the estimates of employees involved or working days lost.

### **Reliability of estimates**

9. Inaccuracies may occur because of imperfections in information provided by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*. Although considerable care is taken in questionnaire design; in the instructions given to respondents; and in editing the returns; these inaccuracies may occur in any enumeration, whether it be a full count or a sample.

**Other ABS publications**

10. Users may also wish to refer to the following publications:

*Industrial Disputes, Australia* (6321.0)—issued monthly

*Trade Union Statistics, Australia* (6323.0)—issued annually

*Trade Union Members, Australia, August 1992* (6325.0)—issued biennially

*Labour Statistics, Australia* (6101.0)—issued annually

*The Labour Force, Australia, Preliminary* (6202.0)—issued monthly

*The Labour Force, Australia* (6203.0)—issued monthly

*Employed Wage and Salary Earners, Australia* (6248.0)—issued quarterly

*Award Rates of Pay Indexes, Australia* (6312.0)—issued monthly

*Award Coverage, Australia, May 1990* (6315.0)—issued irregularly

*Average Weekly Earnings, Australia, Preliminary* (6301.0) and final publication *Average Weekly Earnings, States and Australia* (6302.0)—issued quarterly

*Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0)—issued annually.

**Unpublished statistics**

11. A range of unpublished data is also available on request. Considerable time series exist for most variables. Inquiries regarding data availability and associated charges should be directed to Arvie Dobson on Melbourne (03) 615 7492.

12. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

13. Where estimates have been rounded, discrepancies may occur between sums of the component items and totals.

**Symbols and other usages**

— nil or rounded to zero

n.p. not available for publication but included in totals where applicable, unless otherwise indicated

## APPENDIX B: GLOSSARY

### **Cause of dispute**

The statistics of causes of industrial disputes relate to the reported main cause of the stoppage of work and not necessarily all causes that may have been responsible for the stoppage of work. For these reasons, the statistics do not reflect the relative importance of all causes of disputes as perceived by both employers and employees. The causes are classified from information supplied by employers and according to standards determined by the International Labour Organisation. The classification of causes is as follows:

**Wages.** Claims involving general principles relating to wages e.g. increase (decrease) in wages; variation in method of payment or combined claims relating to wages, hours or conditions of work in which the claim about wages is deemed to be the most important. Combined claims in which other claims are deemed to be the most important are included under the relevant cause. Disputes over award restructuring are included under managerial policy.

**Hours of work.** Claims involving general principles relating to hours of work e.g. decrease (increase) in hours; distribution of hours.

**Leave, pensions, compensation.** Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards.

**Managerial policy.** Disputes concerning the exercise of managerial control by employers e.g. terms and conditions of employment (other than disputes specifically about wages and hours); new awards; award restructuring; work practices; principles of promotion or deployment of staff including roster complaints and retrenchments; disciplinary matters including alleged victimization of union officials; employment of particular persons; disagreement with managerial decisions.

**Physical working conditions.** Disputes concerning physical working conditions and safety issues e.g. protective clothing and equipment; first aid services; uncomfortable working conditions; lack of, or the condition of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks.

**Trade unionism.** Disputes concerning employment of non-unionists, inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities.

**Other.** Disputes concerning protests directed against persons or situations other than those relating to the employer/employee relationship e.g. political matters; fining and gaoling of persons; lack of work; lack of adequate transport; non-award public holidays; accidents and attendance at funerals. Stoppages for which no reason is given are also included in this category.

### **Disputes**

2. For these statistics, an *industrial dispute* is defined as a withdrawal from work by a group of employees, or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

3. A dispute affecting several establishments is counted as a single dispute if it is organised or directed by one person or organisation; otherwise it is counted as a separate dispute at each establishment (in each State or Territory) and in each industry in which it occurred.

4. A dispute affecting more than one industry and/or State is counted once in each industry and State but only once at the broader industry and Australia level. Prior to September 1991 disputes covering more than one industry and/or State were counted differently (refer to paragraph 8 of the Explanatory Notes for details).

5. When there is a return to work between stoppages over the same issue, and the return to work is for less than two complete months, the stoppages are counted as a single dispute. When the return to work is for two or more months, the dispute is considered to have ended at the time of the return to work. Should a subsequent stoppage occur, it is counted as a new dispute.

6. Information is recorded concerning all industrial disputes where ten or more working days are lost (see paragraph 3 of the Explanatory Notes). Included in these statistics are the following types of industrial disputes:

- unauthorised stopwork meetings;
- unofficial strikes;
- sympathetic strikes (e.g. strikes in support of a group of workers already on strike);
- political or protest strikes;
- general strikes;
- work stoppages initiated by employers (e.g. lockouts); and
- rotating or revolving strikes (i.e. strikes which occur when workers at different locations take turns to stop work).

Excluded from these statistics are work-to-rules, go-slows, bans (e.g. overtime bans) and sit-ins. In addition, industrial disputes in which all employees involved resign are deemed to have been resolved. Statistics on those disputes will cease to be collected from the date of the employees' resignations.

### **Disputes which occurred during the year**

7. *Disputes which occurred during the year* encompasses those disputes which:

- started in a previous year and continued into the year being measured, or
- began and ended in the year being measured, or
- began in the year being measured and continued into the next year, or
- started in the previous year, continued through the year being measured and into the next year.

### **Duration of dispute**

8. The *duration* of a dispute is the average number of working days lost per employee involved in the dispute. The duration of the dispute is calculated by dividing the total number of working days lost in the dispute by the number of employees involved (both directly and indirectly).

### **Employees**

9. *Employees* refers to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.

10. *Employees directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

11. *Employees indirectly involved* are those who ceased work at the establishment where the stoppages occurred, but who are not themselves parties to the dispute. Employees who ceased work at establishments other than those where the stoppages occurred are excluded. See paragraph 4 of the Explanatory Notes.

12. *Total employees involved* for any period of time are obtained by adding together the number of employees involved in each dispute in the period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference, the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute, the figures of employees involved relate to the largest number of individual employees involved on any one day. Generally, the *total number* of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees *newly* involved in subsequent months, as published monthly in *Industrial Disputes, Australia* (6321.0). Differences between monthly and annual totals can occur due to the temporary cessation of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees *newly* involved in stoppages in the second period in which the dispute occurs.

### **Method of settlement**

13. Statistics of the *method of settlement* of industrial disputes relate to the method as directly responsible for ending the stoppage of work as reported and not necessarily to the method (or methods) responsible for settling all matters in dispute. For these reasons, they do not reflect the relative importance of the work of various industrial tribunals operating under State and Federal legislation. The classification of method of settlement is as follows:

*Negotiation.* Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.

*State legislation.* Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference. Intervention, assistance or advice of State government officials or inspectors.

*Federal and joint Federal-State legislation.* Compulsory or voluntary conference or by intervention or assistance, of, or reference to, the industrial relation commissions created by or constituted under the Industrial Relations Act, Coal Industry Acts, Stevedoring Industry Act, and other acts such as the Navigation Act; Public Service Arbitration Act. Intervention, assistance or advice of Federal government officials or inspectors.

*Resumption without negotiation.* This category may include some disputes which are settled subject to subsequent negotiation of a formal nature, such as industrial court hearings. Stop-work meetings are included, and this category may also include disputes settled by 'resumption' as stated, but about which no further information is available.

*Other methods.* Mediation; filling places of employees on strike or locked out; closing establishments permanently; dismissal or resignation of employees.

### **Working days lost**

14. *Working days lost* refers to working days lost by employees directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

### **Working days lost per thousand employees**

15. *Working days lost per thousand employees* are calculated for the 12 month period from working days lost and estimates of employees obtained from the ABS Survey of Employment and Earnings and the ABS Labour Force Survey. Refer to paragraph 7 of the Explanatory Notes for details of the way in which these measures are calculated and the change in the method of calculation from 1987.



## For more information ...

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